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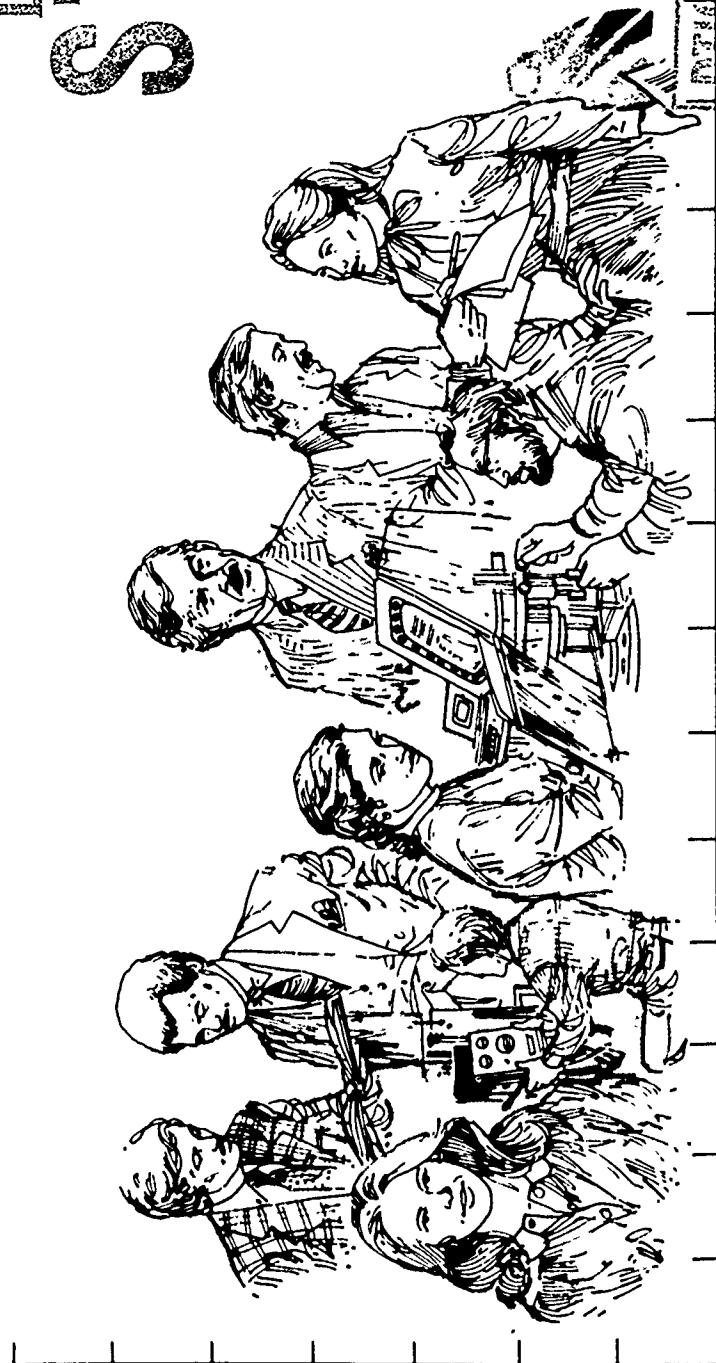
Department of Defense

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CIVILIAN MANPOWER STATISTICS

Quarter Ending December 31, 1990

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DIRECTORATE FOR INFORMATION
OPERATIONS AND REPORTS (DIOR)

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CIVILIAN MANPOWER STATISTICS

December 31, 1990

Department of Defense

Assessment Year	
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FOREWORD

Civilian Manpower Statistics (CMS) is a quarterly publication prepared by the Washington Headquarters Services, Directorate for Information Operations and Reports (WHS/DIOR) of the Office of the Secretary of Defense.

CMS provides statistical information on the civilian work force of the Department of Defense (DoD), with the exception of personnel of the National Security Agency, the Defense Intelligence Agency, and personnel paid from nonappropriated funds. It is produced primarily from a computerized data base developed and maintained by WHS/DIOR from monthly information provided to the Office of Personnel Management on SF 113-A, Monthly Report of Federal Civilian Employment.

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TABLE 1

**DoD Civilian Employment by Function and Employment Status,
According to Defense Component – December 31, 1990**

FUNCTION/EMPLOYMENT STATUS	TOTAL DoD a/ b/	ARMY	NAVY b/ c/	AIR FORCE	OTHER DoD ORGNS. c/
MILITARY FUNCTIONS					
OMB CEILING EMPLOYMENT	1,051,878	374,778	335,987	241,948	99,165
DIRECT HIRE	976,250	321,974	325,731	230,873	97,672
INDIRECT HIRE	75,628	52,804	10,256	11,075	1,493
TOTAL EMPLOYMENT	1,061,692	378,559	339,569	243,653	99,911
DIRECT HIRE	986,064	325,755	329,313	232,578	98,418
INDIRECT HIRE	75,628	52,804	10,256	11,075	1,493
CIVIL FUNCTIONS (ALL DIRECT HIRE)					
OMB CEILING EMPLOYMENT	27,041	27,040	0	1	0
TOTAL EMPLOYMENT	28,856	28,855	0	1	0
TOTAL MILITARY AND CIVIL FUNCTIONS					
OMB CEILING EMPLOYMENT	1,078,919	401,818	335,987	241,949	99,165
DIRECT HIRE	1,003,291	349,014	325,731	230,874	97,672
INDIRECT HIRE	75,628	52,804	10,256	11,075	1,493
TOTAL EMPLOYMENT	1,090,548	407,414	339,569	243,654	99,911
DIRECT HIRE	1,014,920	354,610	329,313	232,579	98,418
INDIRECT HIRE	75,628	52,804	10,256	11,075	1,493

a/Included in Total Employment but excluded from Office of Management and Budget (OMB) Ceiling Employment are employees exempt from OMB ceiling control. Refer to Office of Personnel Management Federal Personnel Manual System Supplement 298 - 2, Subchapter 53, for a delineation of employment exempt from ceiling control.

b/Includes Marine Corps civilian personnel.

c/See Glossary for a list of Other DoD Organizations.

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TABLE 2

**Trends in DoD Civilian Employment Subject to OMB Ceiling,
By Function, Employment Status, and Defense Component**

FUNCTION/COMPONENT EMPLOYMENT STATUS	END STRENGTHS, LAST 4 FISCAL YEARS				LAST 3 MONTHS			
	30 SEP 87	30 SEP 88	30 SEP 89	30 SEP 90	31 OCT 90	30 NOV 90	31 DEC 90	
MILITARY FUNCTIONS								
DIRECT HIRE a/	1,134,145	1,090,479	1,117,449	1,073,227	1,062,014	1,060,445	1,051,878	
INDIRECT HIRE b/	1,049,337	1,010,306	1,037,632	997,197	986,475	984,804	976,250	
ARMY	84,808	80,173	79,817	76,030	75,539	75,641	75,628	
DIRECT HIRE	420,145	394,842	405,008	382,058	377,996	376,684	374,778	
INDIRECT HIRE	359,966	338,525	349,171	328,688	325,057	323,832	321,974	
NAVY	60,179	56,317	55,837	53,370	52,939	52,852	52,804	
DIRECT HIRE	354,162	348,570	354,942	342,101	338,900	338,686	335,987	
INDIRECT HIRE	343,672	338,369	344,436	331,982	328,763	328,463	325,731	
AIR FORCE	10,490	10,201	10,506	10,119	10,137	10,223	10,256	
DIRECT HIRE	265,326	254,070	261,571	249,862	246,995	245,742	241,948	
INDIRECT HIRE	252,767	242,029	249,662	238,831	235,126	234,671	230,873	
OTHER DoD ORGANIZATIONS c/	12,559	12,041	11,909	11,031	10,969	11,071	11,075	
DIRECT HIRE	94,512	92,997	95,928	99,206	99,023	99,333	99,165	
INDIRECT HIRE	92,932	91,383	94,363	97,696	97,529	97,838	97,672	
CIVIL FUNCTIONS a/ (ALL DIRECT HIRE)	1,580	1,614	1,565	1,510	1,494	1,495	1,493	
ARMY	29,753	30,446	29,248	27,258	27,186	27,403	27,041	
AIR FORCE	29,751	30,444	29,246	27,257	27,185	27,402	27,040	
TOTAL MILITARY AND CIVIL FUNCTIONS	2	2	2	1	1	1	1	
DIRECT HIRE a/	1,163,898	1,120,925	1,146,697	1,100,485	1,089,200	1,087,848	1,078,919	
INDIRECT HIRE b/	1,079,090	1,040,752	1,066,880	1,024,455	1,013,661	1,012,207	1,003,291	
	84,808	80,173	79,817	76,030	75,539	75,641	75,628	

a/As reported officially to the Office of Personnel Management

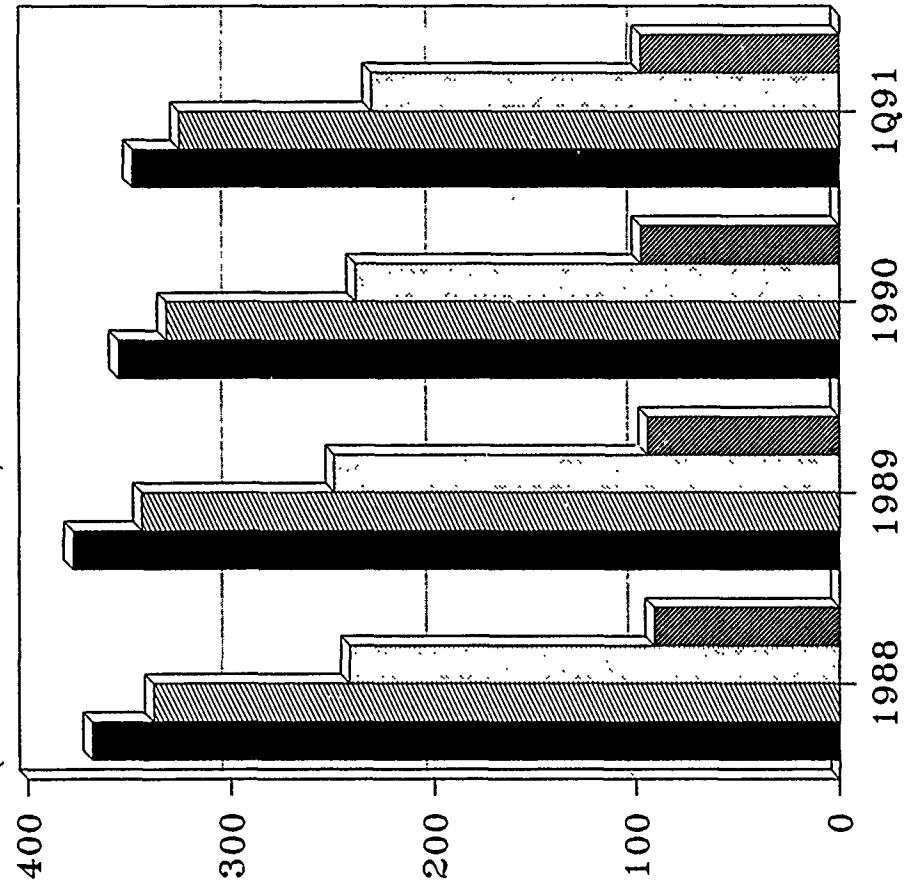
b/Foreign Nationals supporting U.S. Military Forces overseas under contracts or agreements with foreign governments

c/See Glossary for a list of Other DoD Organizations

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TRENDS IN DoD CIVILIAN EMPLOYMENT MILITARY AND CIVIL FUNCTIONS

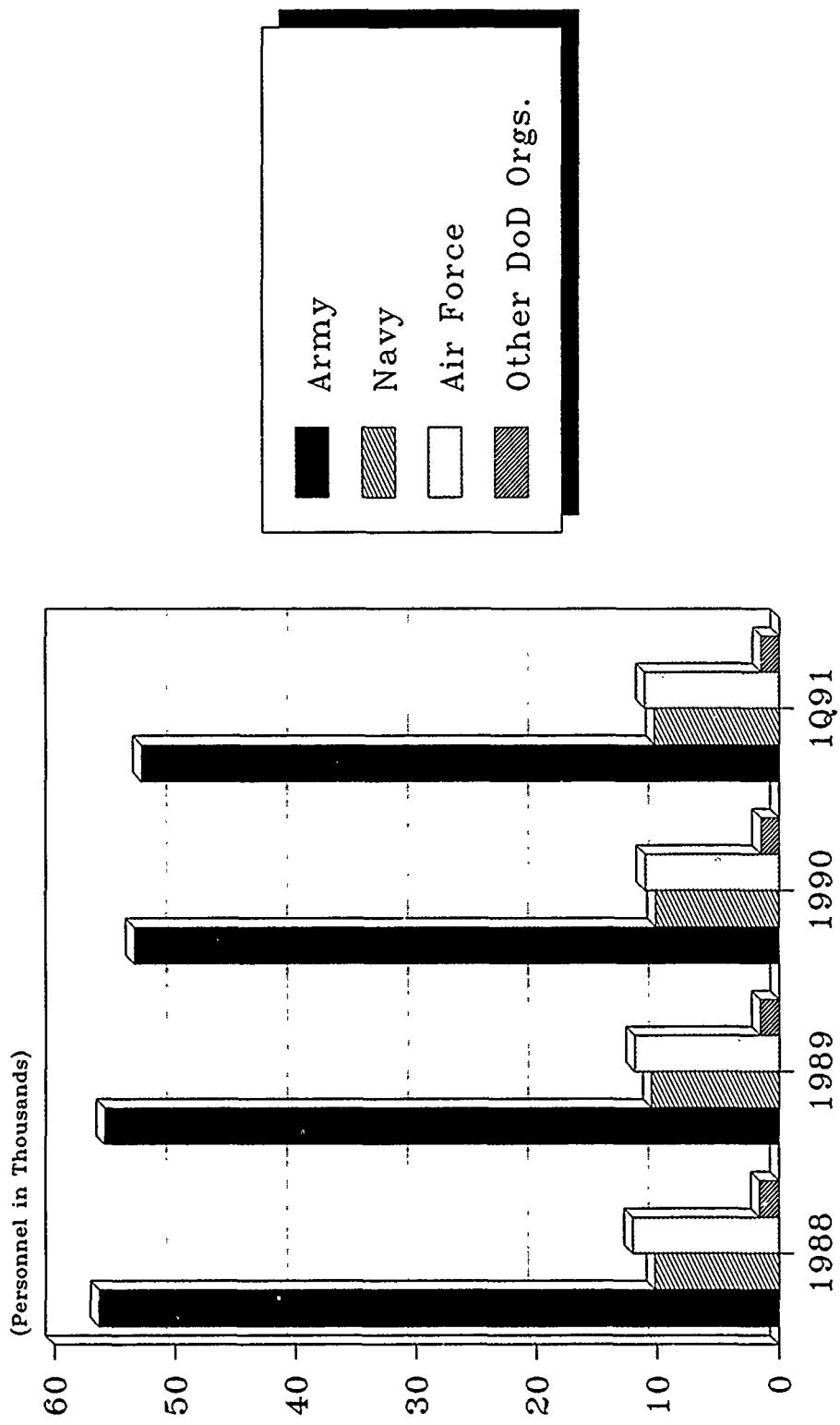
(Personnel in Thousands)



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Figure 1 - Direct Hires

TRENDS IN DoD CIVILIAN EMPLOYMENT MILITARY AND CIVIL FUNCTIONS



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Figure 2 - Indirect Hires

TABLE 3

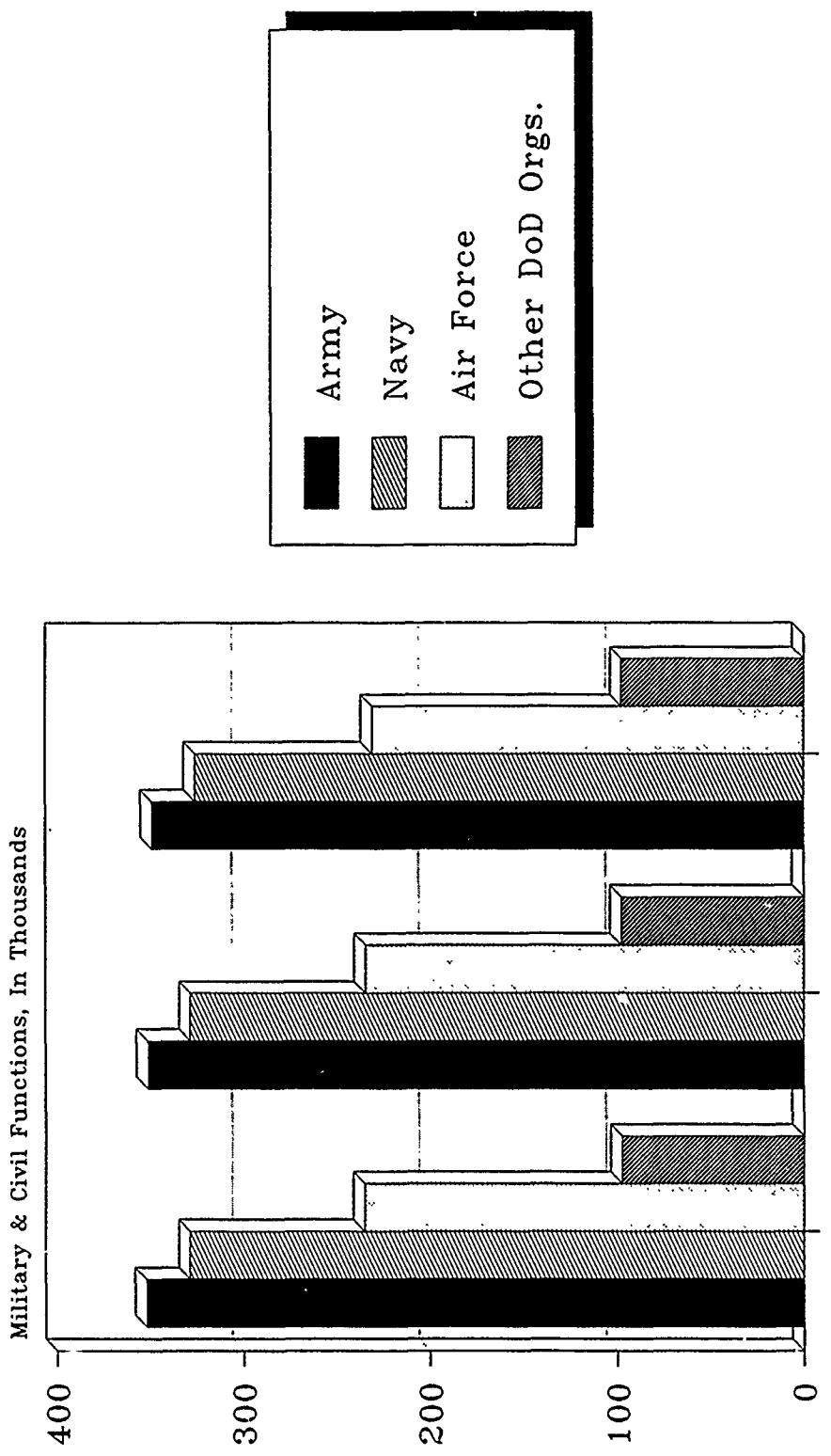
**DoD Direct Hire Civilian Personnel Subject to OMB Ceiling,
By Function and Defense Component**

FUNCTION/COMPONENT	TOTAL EMPLOYMENT				PROGRAMMED STRENGTH	FULL-TIME WITH PERMANENT APPOINTMENTS			
	31 OCT 90	30 NOV 90	31 DEC 90	30 SEP 91		31 OCT 90	30 NOV 90	30 NOV 90	31 DEC 90
MILITARY FUNCTIONS									
ARMY	986,475	984,804	976,250	965,379	887,942	884,506	875,090	875,090	875,090
NAVY	325,057	323,832	321,974	313,100	281,415	279,623	276,924	276,924	276,924
AIR FORCE	328,763	328,463	325,731	319,879	301,854	301,335	298,965	298,965	298,965
OSD & ORGANIZATIONS SERVICED BY OSD a/	235,126	234,671	230,873	227,647	215,701	214,832	210,789	210,789	210,789
DEFENSE COMMUNICATIONS AGENCY	4,334	4,323	4,301	4,587	4,079	4,087	4,082	4,082	4,082
DEFENSE CONTRACT AUDIT AGENCY	2,355	2,352	2,341	2,390	2,316	2,304	2,300	2,300	2,300
DEFENSE INVESTIGATIVE SERVICE	6,579	6,519	6,543	6,220	6,459	6,397	6,399	6,399	6,399
DEFENSE LOGISTICS AGENCY	3,973	3,942	3,919	3,620	3,915	3,878	3,852	3,852	3,852
DEFENSE MAPPING AGENCY	56,308	56,319	56,555	58,473	53,005	52,897	52,715	52,715	52,715
DEFENSE NUCLEAR AGENCY	7,831	7,786	7,777	7,903	7,683	7,642	7,630	7,630	7,630
DEPARTMENT OF DEFENSE DEPENDENTS SCHOOLS	803	788	801	860	738	721	721	721	721
DEPARTMENT OF DEFENSE INSPECTOR GENERAL	13,094	13,556	13,188	18,123	8,636	8,649	8,604	8,604	8,604
ON-SITE INSPECTION AGENCY	1,483	1,477	1,463	1,448	1,468	1,462	1,445	1,445	1,445
UNIFORMED SERVICES UNIVERSITY OF THE HEALTH SCIENCES	91	96	99	338	90	94	94	94	94
CIVIL FUNCTIONS									
ARMY	27,186	27,403	27,041	N/A	25,732	25,961	25,627	25,627	25,627
AIR FORCE	27,185	27,402	27,040	1	25,731	25,960	25,626	25,626	25,626
TOTAL MILITARY AND CIVIL FUNCTIONS	1,013,661	1,012,207	1,003,291	N/A	913,674	910,467	900,717	900,717	900,717

a/ See the Glossary for a list of OSD and Organizations Serviced by OSD.

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DoD DIRECT HIRE CIVILIAN PERSONNEL
SUBJECT TO OMB CEILING, BY MONTH &
DEFENSE COMPONENT



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Figure 3 - Total Employment

TABLE 4

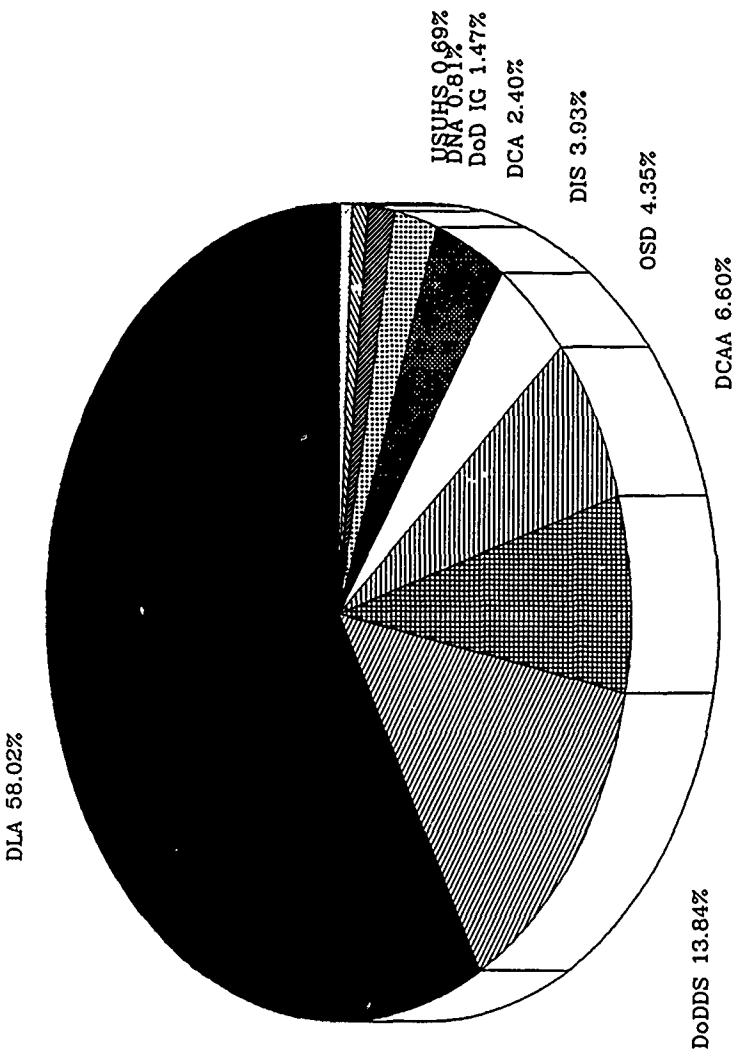
**DoD Direct and Indirect Hire Civilian Personnel by Component
(Excluding the Military Departments) – December 31, 1990 a/**

DEFENSE COMPONENTS	TOTAL		DIRECT HIRE CIVILIANS	INDIRECT HIRE CIVILIANS
	DIRECT HIRE CIVILIANS	INDIRECT HIRE CIVILIANS		
OSD AND ORGANIZATIONS SERVICED BY OSD b/	4,342	4,330	12	
DEFENSE COMMUNICATIONS AGENCY	2,396	2,386	10	
DEFENSE CONTRACT AUDIT AGENCY	6,596	6,590	6	
DEFENSE INVESTIGATIVE SERVICE	3,930	3,930	0	
DEFENSE LOGISTICS AGENCY	57,971	57,145	826	
DEFENSE MAPPING AGENCY	7,795	7,794	1	
DEFENSE NUCLEAR AGENCY	808	808	0	
DEPARTMENT OF DEFENSE DEPENDENTS SCHOOLS	13,825	13,188	637	
DEPARTMENT OF DEFENSE INSPECTOR GENERAL	1,464	1,463	1	
ON-SITE INSPECTION AGENCY	99	99	0	
UNIFORMED SERVICES UNIVERSITY OF THE HEALTH SCIENCES	685	685	0	
TOTAL	99,911	98,418	1,493	

a/Includes personnel not subject to OMB ceiling control.
b/See the Glossary for a list of OSD and Organizations serviced by OSD.

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DoD DIRECT AND INDIRECT HIRE CIVILIAN
EMPLOYMENT BY COMPONENT
DECEMBER 31, 1990



Excludes Military Departments

(OSIA = .09%)
FIGURE 4

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Operations and Reports

TABLE 5

**DoD Direct Hire Civilian Personnel, by Type
According to Defense Component - December 31, 1990 a/**

TYPE OF PERSONNEL	TOTAL DoD b/	ARMY	NAVY	AIR FORCE	OTHER DoD ORGNS. b/
TOTAL	1,014,920	354,610	329,313	232,579	98,418
BY STATUS					
FULL-TIME	988,169	345,456	323,712	226,050	92,951
PART-TIME	23,242	8,661	5,341	4,374	4,866
INTERMITTENT	3,509	493	260	2,155	601
BY CAREER SERVICE CATEGORY					
COMPETITIVE	848,934	282,549	293,320	191,322	81,743
EXCEPTED AND SES	165,986	72,061	35,993	41,257	16,675
BY TYPE OF APPOINTMENT					
PERMANENT	916,236	309,195	303,552	213,843	89,646
TEMPORARY/INDEFINITE	98,684	45,415	25,761	18,736	8,772
BY CITIZENSHIP					
U.S. CITIZENS	977,601	339,281	314,190	226,191	97,939
NON-CITIZENS	37,319	15,329	15,123	6,388	479
BY LABOR CATEGORY					
SALARIED	716,621	262,608	215,374	153,157	85,482
WAGE BOARD	298,299	92,002	113,939	79,422	12,936

a/Includes personnel not subject to OMB ceiling control.

b/See the Glossary for a list of Other DoD Organizations.

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TABLE 6

**DoD Direct Hire Civilian Personnel, by Location/Type,
According to Defense Component - December 31, 1990 a/**

LOCATION/TYPE OF PERSONNEL	TOTAL DoD a/	ARMY	NAVY	AIR FORCE	OTHER DoD ORGs. b/
WORLDWIDE TOTAL UNITED STATES	1,014,920 920,109	354,610 310,839	329,313 305,376	232,579 219,231	98,418 84,663
BY LOCATION					
WASHINGTON, D.C., SMSA c/ REMAINDER OF U. S.	86,038 834,071	27,110 283,729	36,806 268,570	6,142 213,089	15,980 68,683
BY LABOR CATEGORY					
SALARIED	548,461	232,382	203,103	141,146	71,830
WAGE BOARD	271,648	78,457	102,273	78,085	12,833
BY CITIZENSHIP					
U. S. CITIZENS	919,497 612	310,521 318	305,207 169	219,200 31	84,569 94
NON-CITIZENS					
U. S. TERRITORIES	7,017	1,246	4,883	805	83
BY LABOR CATEGORY					
SALARIED	3,768	881	2,440	372	75
WAGE BOARD	3,249	365	2,443	433	8
BY CITIZENSHIP					
U. S. CITIZENS	6,985 32	1,246 0	4,869 14	804 1	66 17
NON-CITIZENS					
FOREIGN COUNTRIES	87,794	42,525	19,054	12,543	13,672
BY LABOR CATEGORY					
SALARIED	64,392	29,345	9,831	11,639	13,577
WAGE BOARD	23,402	13,180	9,223	904	95
BY CITIZENSHIP					
U. S. CITIZENS	51,119 36,675	27,514 15,011	4,114 14,940	6,187 6,356	13,304 368
NON-CITIZENS					

a/Includes personnel not subject to OMB ceiling control.

b/See the Glossary for a list of the Other DoD Organizations.

c/The Washington, D.C., Standard Metropolitan Statistical Area (SMSA) consists of the District of Columbia; Montgomery, Prince Georges, Charles, Calvert, and Frederick counties in Maryland; Alexandria, Fairfax, Falls Church, Manassas, and Manassas Park cities, and Arlington, Fairfax, Loudoun, Stafford, and Prince William counties in Virginia.

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TABLE 7

**DoD Indirect Hire Civilian Personnel, by Country,
According to Defense Component – December 31, 1990**

COUNTRY	TOTAL DoD	ARMY	NAVY	AIR FORCE	OTHER DOD ORGNS. ^{a/}
TOTAL	75,628	52,804	10,256	11,075	1,493
BELGIUM	863	827	0	21	15
GERMANY	51,992	45,410	3	5,513	1,066
GREECE	415	2	98	302	13
GUAM	4	0	4	0	0
JAPAN	16,847	3,165	9,094	4,383	205
KOREA	3,073	3,073	0	0	0
NETHERLANDS	427	327	0	84	16
PHILIPPINES	6	0	6	0	0
SPAIN	1,896	0	1,051	772	73
UNITED KINGDOM	105	0	0	0	105

^{a/}See the Glossary for a list of Other DoD Organizations.

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Directorate for Information Operations and Reports

GLOSSARY

Civil Functions. Functions primarily associated with the civil works program of the Army Corps of Engineers. This program encompasses planning, programming, designing, constructing, and operating Federal water resource projects for navigation, flood control, hydroelectric power, water supply, recreation, and related activities. Civil functions also includes cemetery workers (Army) and several conservation management employees (Air Force).

Competitive Service. All civil service positions in the Executive Branch, except:

1. Positions which are specifically exempted from the competitive service by or under statute;
2. Positions which appointments are made by nomination for confirmation by the Senate, unless the Senate otherwise directs or when specifically included in the competitive service by statute;
3. Positions in the Senior Executive Service.

Also includes civil service positions not in the Executive Branch which are specifically included in the competitive service by statute.

Direct Hire Civilians. Employees hired directly by an agency of the Department of Defense (DoD). Included are foreign nationals hired by DoD to support DoD activities in their home countries.

DoD. Department of Defense.

Excepted Service. All positions in the Executive Branch of the Federal government (except Senior Executive Service positions) which are specifically excepted from the competitive service by or pursuant to a statute, the President, or the Office of Personnel Management.

Full-Time Employees. Employees who are regularly scheduled to work the number of hours and days in the administrative work week for their employment group or class. (Usually 5 days of 8 hours each.)

Indirect Hire Civilians. Foreign nationals assigned to support U.S. forces through contracts or agreements with foreign governments (or agencies thereof). These personnel are employees of the foreign governments involved.

Intermittent Employees. Employees who are employed with no prescheduled tour of duty (i.e., employed on irregular or occasional basis).

Military Functions. Activities normally associated with the uniformed services.

OMB Ceiling Employment. Employees subject to the Office of Management and Budget (OMB) ceilings established to administer Presidential employment ceiling limitations. Refer to the Office of Personnel Management System Supplement 298-2, Subchapter 53, for a delineation of employment exempt from ceiling control.

OTHER DoD ORGANIZATIONS

*Office of the Secretary of Defense (OSD)

*Joint Chiefs of Staff (JCS)
Inspector General of the Department of Defense

Department of Defense Agencies:

*Corporate Information Management Task Force (CIM)
*Defense Advanced Research Projects Agency (DARPA)

Defense Commissary Agency (DCA)

Defense Communications Agency (DCA)

Defense Contract Audit Agency (DCAA)

Defense Investigative Service (DIS)

*Defense Legal Services Agency (DLSA)

Defense Logistics Agency (DLA)

Defense Mapping Agency (DMA)

Defense Nuclear Agency (DNA)

*Defense Security Assistance Agency (DSAA)

**Defense Support Activity (DSA)

On-Site Inspection Agency (OSIA)

*Strategic Defense Initiative Organization

NOTE: *Organizations serviced by OSD.

**Organization serviced by DLA.

Department of Defense Field Activities:

- *American Forces Information Service (AFIS)
- *Defense Medical Support Activity (DMSA)
- *Defense Technology Security Administration (DTSA)
- Department of Defense Dependents Schools (DODDS)
- *Office of Civilian Health and Medical Program Office (OCHAMPU)
- *Office of Economic Adjustment (OEA)
- *Washington Headquarters Services (WHS)

*U.S. Court of Military Appeals

Uniformed Services University of the Health Sciences (USUHS)

Part-Time Employees. Employees who are regularly scheduled for a prearranged tour of duty which is less than the specified number of hours or days worked by full-time employees in the same employment group or class.

Permanent Appointments. Permanent appointments are defined within each type of service as follows:

1. **COMPETITIVE SERVICE** - Employees serving under career appointments who are serving or who have completed their initial appointment or who are not required to serve an initial appointment probation. Also includes employees with career-conditional appointments.
2. **EXCEPTED SERVICE** - Employees whose appointments carry no restrictions or conditions, such as conditional appointments, indefinite, or specific time limitations, or trial periods. Based on tenure, can include employees serving trial periods or those whose tenure is equivalent to career-conditional in the competitive service.

*NOTE: *Organizations serviced by OSD*

3. SENIOR EXECUTIVE SERVICE (SES) - All SES employees except those serving under "limited term" and "limited emergency" appointments.

Salaried Employees. Primarily employees occupying positions subject to the Classification Act of 1949, as amended, and a limited number of other employees whose compensation is established by other legislation, Executive Order, or administrative determination.

Senior Executive Service (SES). Positions in an agency with grade 16, 17, or 18 of the General Schedule or Level IV or V of the Executive Schedule (unless exempted). Also includes equivalent positions which need not be filled by appointment by the President and confirmation by the Senate and which have not been specifically excluded from the SES.

Total Paid Civilian Employment. Total direct and indirect hire civilian employment. For direct hires, includes, with some exceptions, all direct hire employees who had not officially separated as of the reporting period or were on paid leave.

Wage System Employees. Employees whose basic rates of pay are fixed in accordance with locally prevailing rates or by wage boards or similar administrative authority. Includes prevailing rate employees. (Prevailing rate employees are those employed by an agency in a recognized trade or craft; other skilled mechanical craft; or an unskilled, semiskilled, or skilled manual labor occupation. Also includes any other person, including a foreman or supervisor, in a position where trade, craft, or labor experience and knowledge is a paramount requirement.)